

MEMORANDUM OF UNDERSTANDING

THIS MEMORANDUM OF UNDERSTANDING SETS FORTH THE FOLLOWING AGREEMENT BETWEEN PUBLIC SCHOOL EMPLOYEES OF WASHINGTON/SEIU LOCAL 1948, KENNEWICK TRANSPORTATION CHAPTER AND KENNEWICK SCHOOL DISTRICT #17. THIS AGREEMENT IS ENTERED INTO PURSUANT TO ARTICLE XXIII, SECTION 23.3 OF THE CURRENT COLLECTIVE BARGAINING AGREEMENT.

The parties met and agreed to the following:

- District will pay one hundred percent (100%) of the Health Care Authority (HCA).
- The District will not include vacation hours as part of the FTE calculation.
- To comply with RCW 28A.400.280.
  - An employee with medical insurance coverage through the district offered Qualified High Deductible Health Plan (QHDHP) can self-fund to a Health Savings Account (HSA). The amounts contributed form the pool are as follows:
    - Twenty (\$20.00) dollar Employee only
    - Forty (\$40.00) dollar Employee Spouse\Employee Child.
  - Employees who elect medical coverage must pay a minimum out of pocket premium.
  - Employees not paying any out of pocket costs would pay one percent (1%) based on the formula below:
    - $Plan\ Premium \times 1\ \% \times FTE\ \% = \text{minimum employee monthly out of pocket cost.}$
    - The dollar amount collected in the above formula would be placed into the insurance pool for out of pocket costs for employee spouse, employee children or family coverage.
- Employees enrolled in Premera Plan two (2) or five (5) are limited to eighty percent (80%) of the available pooling dollars.

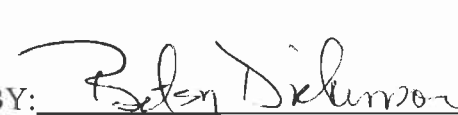
This Letter of Agreement shall become effective on September 1, 2017 and shall remain in effect until August 31, 2018 and shall be attached to the current Collective Bargaining Agreement.

PUBLIC SCHOOL EMPLOYEES  
OF WASHINGTON/SEIU LOCAL 1948

KENNEWICK TRANSPORTATION  
CHAPTER

KENNEWICK SCHOOL DISTRICT #17

BY:   
Bob Clark, Chapter President

BY:   
Betsy Dickinson, Classified  
Human Resource Mgr.

DATE: Oct 20, 2017

DATE: Oct 19, 2017



1 LETTER OF AGREEMENT

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4 THIS LETTER OF AGREEMENT SETS FORTH THE FOLLOWING AGREEMENT BETWEEN  
5 PUBLIC SCHOOL EMPLOYEES OF WASHINGTON/SEIU LOCAL 1948, KENNEWICK  
6 TRANSPORTATION CHAPTER AND KENNEWICK SCHOOL DISTRICT #17. THIS  
7 AGREEMENT IS ENTERED INTO PURSUANT TO ARTICLE XXIII, SECTION 23.3 OF  
8 THE CURRENT COLLECTIVE BARGAINING AGREEMENT.  
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12 1. Schedule A for 2017-2018 shall be amended as attached.  
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31 PUBLIC SCHOOL EMPLOYEES  
32 OF WASHINGTON/SEIU LOCAL 1948

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34 KENNEWICK TRANSPORTATION

KENNEWICK SCHOOL DISTRICT #17

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39 BY:   
40 Bob Clark, Chapter President  
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45 BY:   
46 Betsy Dickinson, Classified  
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SCHEDULE A  
 KENNEWICK SCHOOL DISTRICT #17  
TRANSPORTATION  
 SEPTEMBER 1, 2017 - AUGUST 31, 2018

	<u>STEP 1</u> (0-2 years)	<u>STEP 2</u> (3-7 years)	<u>STEP 3</u> (8-15 years)	<u>*KSD LONGEVITY</u> (16 years and beyond)
<b><u>Driver</u></b>	\$18.88	\$19.21	\$19.49	\$19.78
<b><u>Attendant</u></b>	\$15.23	\$15.49	\$15.73	\$15.96
<b><u>Bus Monitor</u></b>	\$15.23	\$15.49	\$15.73	\$15.96

**Sub Rates** (Section 1.3.1.) For information only.

Driver-90 day (+)	\$16.00	After 1 year \$17.00
Attendant- 90 day (+)	\$12.75	After 1 year \$13.50

**Informational:** Rates for 30 and 90 day subs are governed by Article I, Section 1.3.1.

*\*KSD Longevity is for employees who have worked in Kennewick School District for 16 years or more years. Longevity is applied to the base wage after completion of 15 years of service and will be applied on September 1<sup>st</sup>.*

Insurance Allocation for 2017-2018: \$820-HCA \$64.07

The District agrees to pay 100% of the Health Care Authority Carve Out (HCA).

